

**REPORT OF THE
HUMAN RESOURCES COMMITTEE OF THE
BOARD OF DIRECTORS OF THE
COOK COUNTY HEALTH AND HOSPITALS SYSTEM**

January 23, 2009

ATTENDANCE

Present: Chairman Andrea L. Zopp and Directors David Carvalho; Quin R. Golden; and Sister Sheila Lyne, RSM (4)

Absent: Director Jorge Ramirez (1)

Also Present: Director Hon. Jerry Butler

Sandra Ankebrant – Chief Operating Officer, Ambulatory and Community Health Network of Cook County; Cecil Marchand - Associate Administrator, Stroger Hospital of Cook County; John M. Raba, MD – Interim Chief Medical Officer, Cook County Health and Hospitals System; Elizabeth Reidy – Deputy Chief, Civil Actions Bureau, Office of the State's Attorney; Deborah Santana – Office of the Secretary to the Board, Cook County Board of Commissioners; David R. Small – Interim Chief Executive Officer, Cook County Health and Hospitals System; Joseph Sova – Chief, Cook County Bureau of Human Resources; Sidney Thomas – Chief Operating Officer, Provident Hospital of Cook County

Ladies and Gentlemen:

Your Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System met pursuant to notice on Friday, January 23, 2009 at the hour of 7:30 A.M. at Stroger Hospital, 1901 W. Harrison Street, in the fifth floor conference room, in Chicago, Illinois.

Your Human Resources Committee has considered the following items and upon adoption of this report, the recommendations follow.

Roll Call

Deborah Santana, of the Office of the Secretary to the Board of Commissioners of Cook County, called the roll of members and it was determined that a quorum was present.

Update and discussion of pending information requests

Chairman Zopp reviewed the information requests that were pending. She stated that an item will be on the March agenda with regard to reviewing the issue of stipends received in the course of performing work-related duties, presented by Dr. Raba¹. Additionally, she stated that an item will be on the April agenda with regard to the Diversity Council, presented by Dr. Enrique Martinez and David Small, System Interim Chief Executive Officer².

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Mr. Small provided the Committee with the monthly vacancy status report. With regard to the information presented, Chairman Zopp noted that a breakdown on the status of the request to hires was expected to be received.

Chairman Zopp requested that the Committee electronically receive the draft position descriptions for the following positions: head of the System's press relations, Chief Legal Officer, and System Chief Financial Officer. She indicated that these would be on the February 20, 2009 Human Resources Committee meeting Agenda for review and approval³.

Discussion and approval of contract extension for staff support for Strategic Planning Committee

Chairman Zopp stated that a contractual individual has been providing support to the Strategic Planning Group; the end of that contract period is nearing, however, additional assistance is needed from this individual.

Mr. Small stated that rather than extend the contract, the individual could be temporarily placed in a position on a part-time basis, to fill that need for staff support. He added that it was expected that the individual would be in the position for approximately six months.

Update on management review of personnel policies

Chairman Zopp stated that Mr. Small had a team headed up by Sandra Ankebrant, Chief Operating Officer of the Ambulatory and Community Health Network of Cook County, to work on the management review of the personnel policies.

Ms. Ankebrant provided a summary of the review. The Committee reviewed the information, and discussed a plan to review their recommendations.

Chairman Zopp stated that for the next meeting, the group of suggestions for policy changes that are relatively simple should be presented⁴. At the following meeting, the Committee can address the more complicated recommended policy changes⁵.

Discussion of Personnel Matters.

Update on labor negotiations.

Chairman Zopp, seconded by Director Lyne, moved to recess the regular session and convene into closed session, pursuant to an exception to the Open Meetings Act, 5 ILCS 120/2(c)(2), et seq., which permits closed meetings for consideration of "collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees," and pursuant to an exception to the Open Meetings Act, 5 ILCS 120/2(c)(1), which permits closed meetings for consideration of "the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity." **THE MOTION CARRIED UNANIMOUSLY.**

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Chairman Zopp, seconded by Director Golden, moved to adjourn the closed session and convene into regular session. THE MOTION CARRIED UNANIMOUSLY.

Miscellaneous

Chairman Zopp stated that due to a scheduling issue, the scheduled meeting of the Human Resources Committee of Friday, February 6, 2009 will be cancelled. Therefore, the next meeting of the Human Resources Committee will be on Friday, February 20, 2009.

Miscellaneous

Director Golden requested information relating to staffing models for Surgery at John H. Stroger, Jr. Hospital of Cook County, Oak Forest Hospital of Cook County, and Provident Hospital of Cook County.

Public Comments

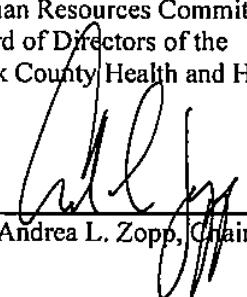
Chairman Zopp asked the Secretary to call upon any registered public speakers.

Ms. Santana responded that there were none.

Adjournment

Director Lyne, seconded by Director Golden, moved to adjourn. THE MOTION CARRIED UNANIMOUSLY AND THE MEETING ADJOURNED.

Respectfully submitted,
Human Resources Committee of the
Board of Directors of the
Cook County Health and Hospitals System



Ms. Andrea L. Zopp, Chairman

Attest:



Matthew B. DeLeon, Secretary

The following was requested or was indicated as a follow-up item at this meeting:

¹For March Agenda, an item will be presented by Dr. Raba with regard to reviewing the issue of stipends received in the course of performing work-related duties. On page 1.

² For April Agenda, an item will be presented by Dr. Enrique Martinez with regard to the Diversity Council. On page 1.

³ For February 20, 2009 Agenda: review and approve draft position descriptions for the following positions: head of the System's press relations, Chief Legal Officer, and System Chief Financial Officer. On page 2.

⁴ For February 20, 2009 Agenda: regarding recommendations for personnel policy changes: the group of suggestions for policy changes that are relatively simple should be presented. On page 2.

⁵ For March 6, 2009 Agenda: regarding recommendations for personnel policy changes: the Committee will address the more complicated recommended policy changes. On page 2.